



Update on Grievances: What Has HACCEA Done For You?

A **substantial monetary settlement** has been reached for two faculty who were denied tenure.

The Gerontology program has been **reinstated** and is now active on the HACC.edu website.

The arbitration for the dismissal of a tenured faculty member is in **settlement talks**. If no agreement is reached, the arbitration is scheduled for May.

A tenured faculty member denied promotion **has been given their due rank change**.

Campus Assembly Chairs and Adjuncts serving on Academics House, Operations, and Faculty Senate Cabinet **will be getting paid for their service for the 24-25 academic year**.

Updates from Your Negotiations Team

Negotiation Team Members: Kathleen Conley, Library Representative (FT); Sara Crill, Health Careers Representative (PT); Christina Houston, Science and Mathematics Representative (PT); Steve Lustig, Business, Technology, & Industry Representative (FT); Kelly Matthews, Science and Mathematics Representative (FT); Diane Mummert, Liberal Arts Representative (PT); Christine Nowik, Liberal Arts Representative (FT); Lois Schaffer, Health Careers Representative (FT); Crystal Scheib, Co-Chair (PT); Dan Schoedel, Business, Technology, & Industry Representative (PT); Adam Weber, PSEA UniServ Representative for HACCEA; Amy Withrow, Co-Chair (FT); Diane Wollaston, Library Representative (PT)

A Report from Your Negotiations Team:

Dear Colleagues,

We continue to have improved negotiations meetings. The first three subgroups have completed their meetings; any work in those areas is being completed asynchronously.

The final subgroup will be scheduled soon.

The HACCEA negotiations committee and HACC management have created a timeline for the completion of this work: Monday (4/14). The intent is to present this draft for a vote by our HACCEA union members. If that happens, the HACCEA negotiations team will present the draft CBA in two town halls during the week of 4/21.

To be clear, we are still not in full agreement. Both parties, however, are aware that approval from both parties is needed.

In Solidarity,

HACC Negotiations Team

Highlights Regarding the 02/26, 03/01, 03/07, 3/19, and 3/20 Meetings:

- Negotiations continued meeting in the smaller work group format.
- Subgroup #1 meetings discussing PPAs have been completed. The work is now being completed asynchronously.
- Subgroup #2 meetings discussing scheduling met on 2/26, 3/1, and 3/19. The work is now being completed asynchronously.
- Subgroup #3 meetings discussing management rights met on 3/7 and 3/20. The work is now being completed asynchronously.
- Subgroup #4 regarding pay will start soon. This is the only remaining subgroup that needs to meet.
- Productive conversations are happening. However, there is still not full agreement.
- HACCEA negotiations committee and HACC management agreed on a timeline for a draft CBA to be reviewed by both parties: 4/14.

More details on this timeline and next steps will be provided at the upcoming general meeting scheduled for Monday (3/31) at 6pm. This general meeting will be open to ALL bargaining unit members. Please make every effort to attend for the discussion of the timeline and next steps.

All Bargaining Unit Meeting: March 31, 6pm

Please join us for an update on HACC financials, the status of negotiations, and updates on Grievances/Arbitrations.

More details on the timeline of a potential CBA presentation will be provided at the upcoming general meeting scheduled for Monday (3/31) at 6pm.

The 3/31 meeting will begin at 6pm and is scheduled until 7:30pm to give adequate time for questions if needed. This meeting will be open to ALL bargaining unit members. However, any townhall regarding a draft CBA and potential vote will be restricted to HACCEA union members only.

Please join us via Zoom at <https://us06web.zoom.us/j/82833783466>.

All faculty are welcome.

HACC Faculty... The Time Is Now!

For those of you who have yet to join HACCEA, we strongly encourage you to do so. It is imperative that you protect yourselves and have legal representation should something happen to you. Considering the institutional climate that currently exists at HACC, this is an important protection we want **all** faculty to have.

We want the adversarial climate to change. We truly do. A key step toward that is having a fair contract, but we are where we are at the moment.

Join the union *now* at www.psea.org/enroll.

Please visit www.haccea.org in coming days.

In solidarity,

HACCEA Executive Council

President HACCEA: president@haccea.org

Grievance Email: grievance@HACCEA.org

HACCEA Email: hfu@HACCEA.org

Rep Council Email: ftvp@HACCEA.org or ptvp@HACCEA.org

HACCEA Website: <https://www.haccea.org>